

## **Person Specification**

### **School Adviser – Safeguarding and Inclusion**

#### **Part A**

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

#### **Essential**

- Qualified Teacher Status
- Experience as a highly effective teacher
- Extensive experience of ensuring inclusion, in particular with regard to school age pupils
- Extensive experience of dealing with school safeguarding issues as Designated, or Deputy Designated Safeguarding Lead (DSL or DDSL)
- Strong understanding of the effective systems and curriculum planning that enhance safeguarding in schools
- Proven ability to work effectively as part of a team and with a range of agencies and stakeholders to support vulnerable children
- Experience and ability to monitor and evaluate the quality of safeguarding provision for pupils
- Experience of leading and delivering effective projects and training
- Successful experience of supporting and developing staff
- Ability to offer professional challenge as well as support
- Effective and clear communicator, across sectors and levels within an organisation and via a number of mediums (presentation, written etc)
- Ability to use own initiative with willingness and commitment to professional development
- Commitment to equality and diversity
- Strong knowledge of the most recent version of “Keeping Children Safe in Education” (KCSIE) and associated legislation
- Ability to establish and maintain effective professional relationships with stakeholders, including the ability to navigate those relationships through challenging times

#### **Desirable**

- Experience of developing and leading effective teams
- Experience as a DSL or DDSL in more than one setting
- Evidence of active involvement in a local authority in relation to inclusion / safeguarding
- Understanding of a broad range of inclusion issues, such as children missing education (CME), persistent absence, exclusion, Fair Access, elective home education
- Successful leadership of safeguarding / inclusion projects across a local authority or group of schools
- Experience of the effective use of bespoke provision to support inclusion

#### **Part B**

The following criteria will be further explored at the interview stage:

- Excellent communication skills
- Ability to deal with challenging situations
- Flexible approach to work
- Ability to forge positive relationships

**Additional Requirements**

Enhanced DBS clearance

September 2021